

The **GALLERY** TRUST

A community of special schools



Hydrotherapy Pool Lead
Bardwell School
Candidate Information Pack
July 2024

Thank you for your interest in the post of Assistant Head Teacher at Bardwell School.

Bardwell School is a community special school for children aged 2 – 19 years with severe learning difficulties and profound and multiple learning difficulties. The school has 114 pupils on roll.

We are passionate about students at Bardwell having their abilities recognised and celebrated, whilst receiving an excellent education. The staff team is committed to very high standards in relation to every aspect of our pupils' education. The school is values led, with every decision underpinned by its principles and values. These values include a positive reinforcement approach to behaviour management and a non-label led, individualised approach to planning and delivering learning for all students.

Bardwell School is a member of The Gallery Trust, an expanding Special Needs Multi Academy Trust, which is dedicated to improving outcomes for SEND learners in Oxfordshire. The Trust has a national reputation for excellence and is influential in the development of SEND strategy in the county. With six academies currently in the Trust, our aim is to build a community of eight to ten special schools over the next five years.

Please visit our website to find out more about the school. If you would like to visit the school to find out more about this exceptional opportunity before you submit your application, you will be most welcome. Our staff and students will be delighted to meet you!

Thank you again for your interest and we look forward to hearing from you.



**Hydrotherapy Pool Lead
Bardwell School, Bicester**

Full Time, Permanent
Green Book Grade 9: £32,076 - £34,834 pro rata
52 weeks per year – holiday entitlement 30 days and working pattern
8:30am – 3:30pm

This is an exciting opportunity for someone who is passionate about all children developing water confidence and learning to swim.

The role of the Hydrotherapy Pool Lead involves leading all aspects of the provision in our hydrotherapy pool, with the overall aim to improve water confidence for pupils at Bardwell School and ensure pupils who have movement programmes (designed by physiotherapists) are able to complete their programmes.

You will have the attributes to work across the whole school, including supporting children with complex health and medical needs and students who may demonstrate behaviours of concern. You will have, or be willing to quickly develop, a good understanding of our school curriculum, how to create a climate for success and how to support pupils with special educational needs and disabilities to learn and develop.

If you share our passion for making a real difference to the lives of children and young people with special needs, this could be the opportunity you are looking for. In return for your contribution to our team, you will work in an environment, which is innovative and in a role which is rewarding and fulfilling. We will provide you with induction and training, and the opportunity to join the Local Government Pension Scheme, one of the largest public sector pension schemes in the UK.

The successful candidate will have overall responsibility for the management and safe operation of our hydrotherapy pool. Some examples of our expectations include:

- Delivering highly personalised inclusive lessons
- Leading and supervising swimming sessions (with the support of pool assistants and teaching assistants)
- Working with physiotherapists in implementing physical movement programmes
- Completing termly assessments that include multimedia evidence of achievements
- Contributing to our continual journey of school improvement
- Acting as pool lifeguard during the school day and when the pool is hired outside school hours (where appropriate)
- Working closely with the School Business Manager and Site Manager to ensure all Health and Safety requirements are met

If you can demonstrate you have the right attitude and ethos to work at Bardwell School, combined with experience of successfully teaching children to swim, we are committed to providing training for you to develop the expertise and skills required for this role.

It is highly likely that the successful candidate will have achieved a National Rescue Award for swimming teachers and coaches (or equivalent) and hold a valid NPLQ.

Benefits of working at Bardwell School include:

Professional development opportunities

- Regular training and access to a range of internal and external professional development opportunities, tailored to your learning needs, your job role and your career aspirations.
- Opportunities for career progression, secondments and transfers within The Gallery Trust, the largest special school Academy Trust in Oxfordshire.
- Opportunities for collaborative working across the schools in The Trust, offering the chance to liaise with experienced colleagues, building knowledge and professional networks

Financial

- Competitive salaries based on School Teacher Pay and Conditions Document and the NJC Green Book
- Access to attractive pension plans (TPS and LGPS), linked to salary life assurance
- Contribution towards glasses and eye tests for DSE use
- Salary sacrifice schemes, including childcare vouchers
- Perkbox - discount and wellbeing platform membership

Wellbeing

- 24/7 access to a free Employee Assistance Programme to provide confidential advice and guidance
- Membership to My Healthy Advantage wellbeing app
- Excellent induction processes, and strong line management structure to promote your wellbeing at work
- A culture which is open to employee ideas and encourages open dialogue
- Complimentary tea and coffee
- Regular staff surveys and gathering of staff views to gain feedback on wellbeing and to drive improvements
- The opportunity to join colleagues for social events
- Family friendly policies, which promote your wellbeing
- Weekly opportunity to purchase from the Post 16 lunch bar
- Tuck shop – run by Post 16 provision (The Lodge)

Facilities

- Free car parking and cycle storage

Application Process

To apply for this post, please email jobs@bardwell.oxon.sch.uk

Please submit your application form **by Tuesday 16 July 2024 at 12:00pm** to jobs@bardwell.oxon.sch.uk or by post to arrive by this deadline.

Please ensure you detail any gaps in employment and use the selection criteria which is contained in the job pack when you prepare your application, as shortlisting for interview will be based on how closely you demonstrate your ability to fulfil the essential criteria.

We do not accept CVs. If you are shortlisted, we will take up written references before your interview so please provide permission for this and provide accurate phone and email contact details for your referees. One of your referees must be your current or last employer, and if you are employed in a school, must include your current Head Teacher.

The Gallery Trust is committed to safeguarding and promoting the welfare of all children and expects all staff to share this commitment. Any offer of employment with The Gallery Trust is subject to verification of ID and qualifications, satisfactory evidence of the right to work in the UK, health clearance, NCTL and Enhanced Disclosure and Barring Check. The Gallery Trust is an equal opportunities employer, and we welcome applications from candidates from all ethnic and community backgrounds.



The GALLERY TRUST

A community of special schools

The Gallery Trust is a Special Multi Academy Trust which is dedicated to improving outcomes for SEND learners in Oxfordshire. We strive to provide the best possible specialist learning experience for all pupils.

Our Strategic Aims

- **Places where innovation drives learning** – our schools have a clear purpose, they educate the whole child and prepare them for adulthood. Everything we do, from our curriculum offer to our pastoral care, is meaningful and driven by the needs of learners.
- **Places where relationships drive engagement and achievement** – our schools are built around exceptional relationships. We provide excellent experiences, growth, and opportunities for pupils and staff, and specialist working environments and resources.
- **Places which provide exceptional knowledge and support** – our schools are supported by a skilled and experienced central team which provides high quality school improvement and central support services.
- **Places which inspire and influence** – our schools are committed to collaborating with our local and national partners and communities to ensure that children and young people with SEND receive the education and opportunities they deserve.

As we enter the next phase of our development and build on our many successes, we want to embrace future challenges and opportunities. The Trust is on a continuing journey of expansion, growing from a Multi Academy Trust based on a single academy in 2013, to its position as the largest Special Trust in Oxfordshire. There are currently six special academies in the Trust located throughout Oxfordshire, with an additional academy opening in January 2024, and a further academy scheduled to open in 2026. The Trust's vision is to continue to expand over the next five years, supporting a community of converter academies, free schools and sponsored academies, and providing outreach and other opportunities. All academies collaborate to share SEND expertise and best practice, and work in partnership with peers who are committed to common aims and goals.

The Board of Trustees believes that by providing the support of highly experienced and specialised school improvement and business teams, school leaders are empowered to focus on the standards of teaching and learning, and in meeting the operational and strategic demands of running their schools.



Bardwell School is a community special school that caters for children aged 2 – 19 years.

Students work in class groups where teachers differentiate learning for all students, ensuring lessons are inclusive for all.

The school has developed a comprehensive and broad skills-based curriculum, which can be found on the school's website. This curriculum, which is underpinned by detailed assessment processes, guides the learning for all students. The school has excellent links with community partners and its strong focus on pathways to adulthood, supports students onto further education and into employment.

Bardwell School benefits from a hydrotherapy pool. Students have termly blocks of swimming lessons, and those with physically disabilities and/or physiotherapy programmes attend additional sessions for movement swims as required.

The committed team at Bardwell School includes class teachers, teaching assistants, lunchtime supervisors, administrative staff, facilities manager and cleaning team, a pool lead and pool assistant, an ICT technician and Pastoral and Safeguarding manager.

The school is also commissioned to deliver a Short Break service, Branch-Out. This provision is highly regarded by parents and professionals and lead by the Short Breaks Lead, Short Breaks Deputy and has a team of play workers. Branch-Out provide after school clubs, youth clubs and holiday provision.

The school recognises its success is based on successful partnerships. Most importantly, the school works closely with parents and understands that families know their child best. The wider multi-professional team at Bardwell includes a Special School Nurse, Speech and Language Therapist, Occupational Therapist and Physiotherapist. The school also hosts health clinics through the special school nurse provision.



JOB DESCRIPTION

Hydrotherapy Pool Lead

Responsible to: Assistant Head Teacher

Job Purpose:

Under the direction of the Headteacher, to have overall responsibility for the management and safe operation of the hydrotherapy pool. This will include the following daily management and operational responsibilities for the hydrotherapy pool:

- Leading and supervising swimming sessions. This will include planning and delivering whole class sessions and overseeing the delivery of movement programmes.
- Effectively and proactively lead, manage and motivate colleagues who support in the hydrotherapy pool.
- Identifying and ordering of new equipment needed for the swimming pool, ensuring value for money and seeking approval where appropriate.
- Ensuring that Safeguarding measures are appropriate and effective and that staff working in the Hydrotherapy Pool understand the importance of adherence to those measures.
- Effective and appropriate delegation of duties to encourage development of staff and to promote a sense of ownership and responsibility.
- Work in partnership with other professionals and parents who will be involved with the children at Bardwell School. In particular close liaison if necessary, with the school nurse for those pupils with medical needs
- Working with the school physiotherapists in implementing physical movement programmes.
- Ensure all staff are aware of and follow the correct method of equipment setup, providing refresher training as appropriate.
- Conduct performance management with your swimming pool team
- Acting as pool lifeguard (undertake relevant qualifications)
- Undertaking administrative tasks relating to the pool which will include but are not limited to:
 - Setting individual swimming targets for all pupils in line with the school swimming curriculum.
 - Completing termly assessments that include multimedia evidence of achievements
 - Ordering of and responsibility for pool supplies
- Assisting with all aspects of pool maintenance including, but not limited to daily monitoring of filters, chemical balance and temperature.
- Undertake regular in-service training as appropriate; this will include ensuring your own National Pool Lifeguard Qualification is up to date and that you undertake monthly training associated with this qualification
- Ensure all new staff receive a formal and comprehensive induction, to include safe ways of working and other H&S requirements.
- Ensuring that the highest possible health and safety standards are reached and maintained (including general housekeeping and cleaning) which will include, but are not limited to:

- Meeting all Health and Safety requirements
- Report all defects in line with in-house processes
- Complete and action risk assessments
- Responsible for ensuring the pool operates in line with 'Emergency Action Plan' and 'Normal Operating Procedures'
- Raise any health and safety issues
- Completing risk assessments for pupils who access the pool, including for those who access using the hoist.
- Planning and ensuring safe delivery of any therapy programmes
- Responsible for the co-ordination, supervision and training of all other pool staff and trainees, to ensure the pool is safely covered at all times. This includes:
 - Responsibility for rotas and timetables
 - Ensuring qualifications of all staff who work in the pool are up to date and that rigorous C.P.D. records are kept according to current requirements and legislation\Organising RLSS ATPRA Pool Safety training for teachers and/or other support staff,
- Take an active part in the life of the school and attend weekly team meetings and monthly staff meetings.
- Undertake in-service training as appropriate.
- Facilitating the smooth operating of pool facilities.
- Acting as pool lifeguard during the school day and when the pool is hired outside school hours (where appropriate), including for fun swim sessions during school holidays.

Selection Criteria
Hydrotherapy Pool Lead

Key Criteria	Essential	Desirable
Professional Qualifications	Royal Lifesaving Society National Pool Lifeguard Qualification Or RLSS National Rescue Test for Swimming Teachers and Coaches, or RLSS Aquatic Therapy for Shallow Pool Rescue Award, or Equivalent qualification	Lifesaving/lifeguarding or other relevant qualifications Level 3 management qualification would be desirable but not essential Certificate (or willingness to undertake essential qualification) Level 2 Swimming Teachers Qualification.
Experience	Experience of working with or caring for children of relevant age Understanding of child development and learning Ability to relate well to children and adults Ability to self-evaluate learning needs and actively seek learning opportunities Ability to work flexibly, throughout the whole school, meeting the needs of pupils in a range of contexts Good organisational and interpersonal skills Willingness to undertake First Aid training and to attend to the medical, first aid and personal needs of pupils. Ability to take an active role in the support of PE lessons in the event of pool closure.	Team Teach trained NVQ 2 for Teaching Assistants or equivalent qualifications or experience First aid trained Understanding of relevant policies/codes of practice and awareness of relevant legislation
Professional knowledge and skills	Awareness of current initiatives, issues and legislation	<ul style="list-style-type: none"> Knowledge and experience of setting, monitoring

	<p>Knowledge and experience of developing a purposeful learning environment and using a range of strategies to support students who may become over stimulated or dysregulated in the hydrotherapy pool environment.</p> <p>Understanding the role of pool assistants in maximising pupils' learning</p> <p>Knowledge and experience of applying a framework of curriculum planning which: includes long and short term plans; requires learning objectives to be identified for classes, group and individuals; enables monitoring, assessment and recording of pupils' progress.</p>	<p>and evaluating targets at all levels</p> <ul style="list-style-type: none"> • Good knowledge and understanding of the Code of Practice for SEND • Understanding of a range of approaches for developing water confidence and swimming skills for students with profound, multiple learning difficulties and Severe learning difficulties.
Personal Skills and Qualities	<p>Strong commitment to raising standards High expectations of self and others</p> <p>Ability to establish and maintain positive relationships, including with parents</p> <p>Ability to remain positive and enthusiastic, including when under pressure</p> <p>Good communication skills Effective computing skills</p>	
Personal Requirements	<ul style="list-style-type: none"> • Excellent team worker • Inspirational and proactive style of leadership • Committed to providing high standards of education for all pupils • Genuine respect for young people • Commitment to the safeguarding and wellbeing of young people • Flexible, adaptable and versatile • Excellent interpersonal and communication skills • Willingness to take an active role in all aspects of school life • Demonstrates a high level of integrity and is a role model within the school community • Respect for pupils' social, cultural, linguistic, religious and 	

	<p>ethnic backgrounds with an understanding of how these may affect their learning</p> <ul style="list-style-type: none">• Ability to combine routine, day to day tasks with working strategically• Positive, non-judgemental attitude	
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Your application should clearly demonstrate how well you meet the above key criteria.